

11-16-2004

November 16, 2004

Faculty Senate

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Recommended Citation

Faculty Senate, "November 16, 2004" (2004). *Minutes*. 121.
https://thekeep.eiu.edu/facsen_mins/121

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FACULTY SENATE MINUTES FOR November 16, 2004 (Vol. XXXIII, No. 13)

The 2004 – 2005 Faculty Senate minutes and other information are available on the Web at <http://www.eiu.edu/~FacSen> The Faculty Senate agenda is posted weekly on the Web, at Coleman Hall 3556 and on the third-level bulletin board in Booth Library. Note: These minutes are not a complete verbatim transcript of the Senate meeting.

I. Call to order by Chair David Carpenter at 2:00 p.m. (Library Conference Room, Booth Library)

Present: J. Allison, J. Ashley, R. Benedict, A. Brownson, D. Carpenter, L. Comerford, R. Fischer, A. HaileMariam, J. Kilgore, M. Monipallil, W. Ogbomo, J. Pommier, J. Stimac, B. Wilson, and J. Wolski.
Guests: B. Lord (Provost and VPAA), J. Johnson (Dean, CAH), C. Rohn (Dean, CEPS), J. Lynch (Associate Dean, CAH), J. Abell, (Director, Planning and Institutional Studies), D. Slaviero (Acting Coordinator, Women's Studies Program), D. Miffler (VPAA, Student Government), K. Fischer (Student Government), B. O'Malley (reporter, *Daily Eastern News*), and L. Choy (photographer, *Daily Eastern News*).

II. Approval of Minutes of 9 November 2004.

Motion (Allison / Kilgore) to approve the Minutes of 9 November 2004. Yes: Allison, Ashley, Benedict, Brownson, Carpenter, Comerford, Fischer, HaileMariam, Kilgore, Ogbomo, Wilson, and Wolski. Abstain: Monipallil and Stimac.

III. Announcements

- A. Senator Pommier invited participation in the open interview sessions with the three finalists for the position of director of Faculty Development. The open interview session for Mildred Pearson will be held from 10 to 11 a.m., Tuesday, November 30, in Room 4440, Booth Library. The open interview session for Reed Benedict will be held from 3 to 4 p.m., Friday, December 3, in the Scherer Room, University Union. Interview arrangements for a third candidate, Steven Roper, associate professor of Political Science, are in progress and will be announced at a later date.
- B. Senator Fischer said that the last Faculty Development workshop this semester, co-sponsored by CATS, will be on Thursday, 18 November from 12 – 2 in the TITLE Room of McAfee. This session will provide hands-on experience for individuals wanting to learn about different technologies available at EIU for use in the classroom. Topics that are covered include: the use of document cameras, Smartboards, Starboards, Mimio Equipment, and videoconferencing units.
- C. Student Government representative Fischer informed the Faculty Senate that Student Senate passed a resolution asking WEIU to provide their operating budget so that Student Senate can investigate the current station format.

IV. Communications

- A. 10 September BOT minutes
- B. College on Education and Professional Studies Minutes from 8 November
- C. FY04 budget request to the IBHE (see attachments to the minutes of 19 October)
- D. Academic Affairs' draft of goals
- E. 9 November: Academic Affairs FY05 initial budget estimates and adjustments
- F. Agenda for CUPB meeting for 12 November
- G. 15 November email forwarded by Senator Ogbomo from Theresa Lindsay concerning daycare on campus
- H. 18 November BOT agenda
- I. WEIU invitation to the film *An Uphill Climb*
- J. CFR invitation to reception and award ceremony for recipients of 2004 summer research and Creative Activities Award.
- K. Senator Allison reported that C. Chatterji has informed the search committee that the search for the Director of Facilities Planning and Management is on going. The plan is for early to mid-March candidate interviews with a tentative start in early June.

V. Old Business

A. Committee Reports

1. Executive Committee: no report
2. Nominations Committee: no report
3. Elections Committee: no report
4. Student-Faculty Relations Committee: no report
5. Faculty-Staff Relations Committee: no report
6. Faculty-Forum Committee: Senator Fischer requested that additional Faculty Forum ideas be submitted. Senator Allison (Ogbomo) made the motion "That the 1 February 2005 Faculty Forum focus on International Studies, campus day care, and the Women's Studies Program." Discussion began over the general topics of the Faculty Forum. A consensus was reached in that the Forum should be broad enough so that as many faculty as possible should be engaged which may necessitate discussions on topics for which there may not be available resources, but which are deemed important to the campus community. Senator Wilson stated that the umbrella topic of building a better Eastern Illinois University with subsidiary topics of program needs, research needs, family needs, recruiting needs, and community needs might be appropriate. Further discussion concerning Faculty Forum and the motion are postponed until the next Faculty Senate meeting on 30 November.
7. Budget-Transparency Committee: no report

B. Faculty Forum: 1 February 2005, in Campus Ballroom.

VI. New Business

- A. Gender Issues, Gender Equity: Discussion with Julia Abell, Director of Planning and Institutional Studies. The discussion began with handouts (attached) on faculty by college, department, rank, and gender for October 1, 1995 and October 1, 2004 as well as a comparison table of headcount of full-time faculty in Illinois public universities by gender and rank for FY2004. With respect to the comparison table, Abell stated that Eastern Illinois University is comparable to other universities in Illinois. In response to question from Senator Allison, Abell replied that her office does not look at student recruitment, enrollment, or retention information, but focuses on faculty and staff. Senator Ashley asked if information was available for staff positions and the response from Abell was that it is, but she did not have it with her. Senator Ashley asked if there were discrepancies with respect to gender equity and salaries based on historical precedents. Abell replied that she believed that there were, but that some of the discrepancies are a matter of negotiated contracts outside the purview of the discussion. VPAA Lord added that various groups use prevailing wage databanks when they negotiate with the university and how they set the wages is out of university control. Senator Kilgore asked if, based on data supplied, targets were set in terms of hiring. Abell responded that the Office of Civil Rights (OCR) would be better able to address that question. Abell's office prepares the reports as requested by the various agencies and committees, e.g., information requested for IBHE reports may not be the same as information needed in internal reports. Senator Reed asked if the OCR had resources that could help target potential hires from underrepresented groups. VPAA Lord replied that OCR does have some funding for such purposes and that he had some discretion as well in the hiring process. Senator Reed added that it might be useful if such funding is helpful by looking at hiring before and after funding availability. Senator HaileMariam asked what exactly the Office of Planning and Institutional Studies does. Abell replied her office prepared the official enrollment numbers, salaries studies, data book, and helped in preparation of the strategic studies. Examples of the many reports and studies prepared by the office can be found on their web site: <http://www.eiu.edu/~planning/studies.html>. Chair Carpenter thanked Abell for the wealth of information provided to the Faculty Senate.
- B. Gender Issues, Gender Equity: Discussion with Diana Slaviero, Acting Coordinator of Women's Studies. Slaviero began the discussion giving a brief history of the program and how it has grown. Since 1979, the Women's Advocacy Council has developed programs that focus on educational issues. The Women's Resource Center (WRC) is part of the broader program and is currently housed in the lower level of Stevenson Hall. The program sponsors the Women's Studies minor (WST), the WRC, events on campus, Women's History Month [March] on campus since 1983, and outreach programs such as the Living History Program. The program is not housed in one department and does not have any tenure-track faculty per se, but has 34 faculty from other departments who are dedicated to the

program. Participation in the minor has grown from 10 students in 2002 to 23 during spring 2004. Dean Johnson has been very encouraging and helpful in recruitment. The program's location, staffing, and interdisciplinary nature pose several problems for the program. Trying to find the office in the lower level of Stevenson Hall can be problematic as well as potentially hazardous (e.g., the male, non-student, who was arrested last year having been found living next door to the program's office). The interdisciplinary nature of the program means that with only two official WST courses, other courses that count toward the minor must be actively sought out in the catalog and the course schedules. Senator Ogbomo echoed Slaviero's sentiments concerning the difficulty with offering cross-listed courses. Senator Ogbomo stated that African-American Studies has a similar problem, but that with years of course offerings, students are finally realizing the courses, and minor, are available. The Women's Advocacy Council and members of the WST program are currently in the process of studying the potential of expanding the program to include a graduate certificate or even a major. Slaviero stated that requests for full-time, tenure-track positions have been denied in the past. Dean Johnson added that he has requested additional review of the program and has been very committed, along with CAH and COS, to hiring a full-time director of the program as well as obtaining dedicated resources for the program. Dean Johnson added that the current faculty and leadership are building a very good foundation for the establishment of a potential major in the future. Senator Stimac asked if a comparison of other programs had been done and Slaviero replied that some programs around the state offers both a major and minor, a major and graduate certificate, or just a minor – it is all based on how well the program can be sold to the students. In response to a question from Senator Allison concerning how WST faculty are chosen, Slaviero indicated that interested faculty submit a curriculum vitae, statement of teaching, and potential course syllabus which are then reviewed by current WST faculty. Senator Kilgore suggested that an expanded minor might also be an option since many of the potential classes might be cross-listed as well as count as general education in some form. Student Government Representative Fischer asked if the current number of students (23 in spring 2004) is enough for a major and Slaviero replied that a graduate certificate would be possible with those types of numbers. Student Government VPAA Miffler asked about the gender distribution in the minor right now. Slaviero replied that currently, the minor is being taken by just women, but in the past men have taken it as well. Senator Ogbomo again replied that a similar perception is encountered in African-American Studies. Senator HaileMariam stated that some of the reluctance of students to take the minor might be economics – parents need to understand the benefits of having the diverse experience and background offered by the WST minor, or the African-American Studies minor. Senator Ogbomo supported that idea and stated that these minors open the door for opportunities after graduation, but that it can be difficult to convince parents of the benefits. Chair Carpenter thanked Slaviero for discussing the Women's Studies Program and minor with the Faculty Senate.

VII. Adjournment at 3:55 p.m.

Future Agenda Items:

Future Agenda Items: Board Trustees' Visit To/With Faculty Senate; Faculty Representation on BOT; Community Service Programs and Opportunities; EIU Foundation; Faculty Participation in Establishing Fundraising Priorities

Respectfully submitted,

John Paul Stimac

TABLE VII-3

STAFF DATA

HEADCOUNT OF FULL-TIME FACULTY
IN ILLINOIS PUBLIC UNIVERSITIES, BY GENDER, AND RANK, FY 2004
(ALL CONTRACT LENGTHS)

Institution Name	Professors		Associate Professors		Assistant Professors		Instructors		All Ranks						
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total			
Chicago State University	54	24	78	41	44	85	31	56	87	0	0	0	126	124	250
Eastern Illinois University	134	69	203	75	41	116	64	47	111	71	89	160	344	246	590
Governors State University	0	0	0	0	0	0	0	0	0	0	0	0	77	91	168
Illinois State University	175	55	230	119	64	183	142	147	289	0	0	0	486	360	846
Northeastern Illinois University	58	40	98	46	40	86	51	44	95	69	50	119	224	174	398
Northern Illinois University	171	52	223	178	120	298	111	109	220	55	105	160	515	386	901
Western Illinois University	135	49	184	94	60	154	118	72	190	39	52	91	386	233	619
SIU - Carbondale	203	46	249	177	83	260	286	166	452	62	169	231	733	467	1,200
SIU - Edwardsville	89	28	117	78	62	140	95	68	163	32	39	71	294	197	491
Southern Illinois University	292	74	366	255	145	400	381	234	615	94	208	302	1,027	664	1,691
U of I - Chicago	319	94	413	232	140	372	147	180	327	2	31	33	703	447	1,150
U of I - Springfield	22	7	29	39	32	71	33	27	60	4	3	7	98	69	167
U of I - Urbana/Champaign	731	138	869	360	193	553	346	259	605	15	16	31	1,475	645	2,120
University of Illinois	1,072	239	1,311	631	365	996	526	466	992	21	50	71	2,276	1,161	3,437
TOTAL	2,091	602	2,693	1,439	879	2,318	1,424	1,175	2,599	349	554	903	5,461	3,439	8,900

Note: Only All Rank data shown for institutions which do not use traditional faculty ranks.

Source: Survey of Salaries of Full-Time Instructional Faculty, 2003-2004
Integrated Postsecondary Education Data System (IPEDS)

Table VII-3

STAFF DATA

HEADCOUNT OF FULL-TIME FACULTY
IN ILLINOIS PUBLIC UNIVERSITIES, BY GENDER AND RANK, FY1996
(ALL CONTRACT LENGTHS)

Institution Name	Professors			Associate Professors			Assistant Professors			Instructors			All Ranks		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Chicago State University	71	36	107	43	24	67	37	50	87	6	3	9	157	113	270
Eastern Illinois University	150	49	199	106	59	165	72	54	126	32	56	88	360	218	578
Governors State University	0	0	0	0	0	0	0	0	0	0	0	0	103	67	170
Illinois State University	240	50	290	132	62	194	127	90	217	2	5	7	522	250	772
Northeastern Illinois University	84	45	129	47	41	88	47	32	79	0	0	0	178	118	296
Northern Illinois University	260	41	301	199	78	277	133	114	247	36	80	116	628	313	941
Western Illinois University	203	48	251	108	42	150	82	55	137	23	41	64	416	186	602
<u>Southern Illinois University</u>	<u>378</u>	<u>60</u>	<u>438</u>	<u>308</u>	<u>106</u>	<u>414</u>	<u>244</u>	<u>169</u>	<u>413</u>	<u>39</u>	<u>37</u>	<u>76</u>	<u>969</u>	<u>372</u>	<u>1,341</u>
Carbondale	243	31	274	214	71	285	183	118	301	29	13	42	669	233	902
Edwardsville	135	29	164	94	35	129	61	51	112	10	24	34	300	139	439
<u>University of Illinois</u>	<u>1,214</u>	<u>161</u>	<u>1,375</u>	<u>681</u>	<u>233</u>	<u>914</u>	<u>430</u>	<u>315</u>	<u>745</u>	<u>9</u>	<u>24</u>	<u>33</u>	<u>2,334</u>	<u>733</u>	<u>3,067</u>
Chicago	355	66	421	253	103	356	158	147	305	7	21	28	773	337	1,110
Urbana-Champaign	818	88	906	389	109	498	247	148	395	1	0	1	1,455	345	1,800
Springfield	41	7	48	39	21	60	25	20	45	1	3	4	106	51	157
Total	2,600	490	3,090	1,624	645	2,269	1,172	879	2,051	147	246	393	5,667	2,370	8,037

NOTE: Only All Rank data are shown for institutions which do not use traditional faculty ranks.

Source: Survey of Salaries of Full-Time Instructional Faculty, 1995-96
Integrated Postsecondary Education Data System (IPEDS)

Eastern Illinois University

Faculty by College, Department, Rank, and Gender as of October 1, 1995

College of Arts & Humanities

Department	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Afro-American Studies	0	1	0	0	0	0	0	0	0	1
Art	2	5	3	3	1	8	0	1	6	17
Communication Studies	0	7	3	5	2	1	6	3	11	16
English	6	17	7	7	6	1	13	7	32	64
Foreign Languages	0	2	1	4	2	1	3	0	6	7
History	0	4	1	5	3	7	3	1	7	17
Journalism	2	4	1	1	0	3	1	2	4	10
Music	2	10	2	5	3	6	0	3	7	24
Philosophy	0	1	0	1	1	2	1	1	2	5
Theatre Arts	0	3	0	1	1	1	2	0	3	5
Women's Studies	0	0	0	0	0	0	0	0	0	0
Total	12	54	18	32	19	30	29	18	78	134

Lumpkin College of Business & Applied Sciences

Department	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Accountancy & Finance	1	5	0	7	1	3	0	0	2	15
Business Education & Administrative Information Systems	1	2	5	1	0	0	0	3	6	12
Computer & Operations Management	0	2	2	2	0	0	1	2	3	6
Management & Marketing	1	7	4	4	0	0	0	4	5	15
Master of Business Administration	0	0	0	0	0	0	0	1	0	1
School of Family & Consumer Sciences	5	1	7	1	0	1	4	2	16	5
School of Technology	1	7	1	5	0	1	1	2	3	15
Total	9	24	19	20	1	5	6	14	35	63

Eastern Illinois University

Faculty by College, Department, Rank, and Gender as of October 1, 1995

Department	College of Education & Professional Studies									
	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Counseling & Student Development	2	2	1	1	2	1	0	1	0	4
Early Childhood, Elementary & Middle Level Education	3	4	4	0	0	8	0	0	0	19
Educational Administration	0	3	1	1	1	0	0	0	0	5
Health Studies	3	1	2	1	1	1	0	3	2	13
Physical Education	2	4	1	4	4	5	2	5	14	27
Recreation Administration	1	1	1	1	0	0	0	0	2	3
Secondary Education & Foundation	1	3	3	1	2	2	1	1	0	13
Special Education	2	0	2	0	3	1	1	0	0	9
Student Teaching	0	2	2	2	5	5	2	0	9	15
Total	14	20	17	12	25	25	13	4	69	115

Department	College of Sciences									
	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Botany	1	6	0	1	1	4	3	0	5	11
Chemistry	2	6	0	3	1	3	1	0	4	12
Communication Disorders & Sciences	2	1	1	3	2	1	5	0	10	16
Economics	0	8	0	6	2	2	1	0	3	15
Geology/Geography	0	6	0	4	1	1	0	1	1	19
Mathematics	4	11	2	7	0	5	4	2	10	13
Physics	0	7	1	3	0	2	1	0	2	35
Political Science	0	6	1	3	1	1	0	1	2	14
Psychology	3	5	1	3	1	4	2	2	7	13
Sociology/Anthropology	0	4	0	3	2	1	2	1	4	21
Zoology	2	3	0	6	0	7	4	1	6	13
Total	14	63	6	42	11	31	23	8	54	198
Total All Colleges	49	161	60	106	56	76	71	44	236	623

Does not include 36 anomalies (e.g., faculty paid primarily from Booth Library, Civil Rights & Diversity, Counseling Center, Deans Office, Disability Services, Media Center, WEIU, and Non-Appropriated budgets).

Eastern Illinois University

Faculty by College, Department, Rank, and Gender as of October 1, 2004

Department	College of Arts & Humanities									
	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Afro-American Studies	0	0	0	0	0	0	0	0	0	0
Art	5	5	1	3	2	2	3	3	11	12
Communication Studies	4	4	2	5	1	4	8	7	15	20
English	11	15	3	4	5	6	13	10	32	35
Foreign Languages	1	0	2	4	1	1	4	0	8	5
History	0	4	5	4	2	4	1	5	8	17
Journalism	1	5	1	0	2	2	2	2	6	9
Music	1	8	0	3	1	5	2	6	4	22
Philosophy	0	1	2	1	1	1	0	3	3	6
Theatre Arts	0	4	2	0	0	1	2	0	4	5
Women's Studies	0	0	0	0	0	0	1	0	1	0
Total	23	46	18	25	15	26	36	36	92	133

Department	Lumpkin College of Business & Applied Sciences									
	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
School of Business	7	12	2	8	2	7	8	8	19	35
School of Family & Consumer Sciences	4	0	3	2	4	1	9	1	20	4
School of Technology	1	11	0	1	1	3	1	1	3	16
Total	12	23	5	11	7	11	18	10	42	55

Department	College of Education & Professional Studies									
	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Counseling & Student Development	2	3	1	0	1	2	1	1	5	6
Early Childhood, Elementary & Middle Level Education	5	0	2	0	5	1	13	6	25	7
Educational Administration	1	1	0	0	1	2	0	1	2	4
Health Studies	4	1	1	0	1	1	4	1	10	3
Physical Education	4	5	0	3	4	1	9	1	17	10
Recreation Administration	0	1	1	1	0	0	0	1	1	4
Secondary Education & Foundation	3	1	1	1	0	1	4	2	8	5
Special Education	2	0	1	0	2	2	5	1	10	3
Student Teaching	0	1	3	1	0	0	7	9	10	11
Total	21	13	10	7	14	10	43	23	88	53

Eastern Illinois University

Faculty by College, Department, Rank, and Gender as of October 1, 2004

Department	College of Sciences									
	Professor		Associate Professor		Assistant Professor		Instructor		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Biological Sciences	1	7	1	11	3	3	7	3	10	24
Chemistry	1	6	1	2	1	3	1	1	4	12
Communication Disorders & Sciences	1	0	4	3	2	0	3	0	10	3
Economics	1	6	1	9	1	0	0	1	3	16
Geology/Geography	0	5	2	1	0	3	1	2	3	11
Mathematics	4	15	2	2	1	4	5	7	12	28
Physics	0	4	0	2	0	0	1	3	1	9
Political Science	2	2	0	2	2	2	0	7	4	13
Psychology	2	8	1	3	3	2	2	2	8	15
Sociology/Anthropology	0	5	1	0	3	2	3	0	7	7
Total	12	58	13	35	14	19	23	26	62	138
Total All Colleges	68	140	46	78	50	66	120	95	284	379
										663

Does not include 67 anomalies (e.g., faculty paid primarily from Booth Library, Continuing Education, Deans Office, Miscellaneous Instruction Costs, and Non-Appropriated budgets).